

**Cherwell District Council : 2013/2014  
Equalities - Quarter 4 / Year End**

Ref	Objective/Measure Definition	Quarter 3 31/12/2013	Quarter 4 Year End 31/03/2014	Direction of Travel	Comments on Performance
<b>Theme 1 : Fair Access and Customer Satisfaction</b>					
CEQ1.1	To provide accessible and meaningful consultation events throughout the Cherwell community	G	G	⇒	<p>Faith Forum held in Banbury during March 2014. Presentation from NHS Services, discussion good but quite low attendance. Main discussion was increase of support from NHS leaders to Faith Leaders when supporting community with mental health problems as Faith Leaders are a trusted point of contact rather than the NHS.</p> <p>Faith Steering Group met and agreed Community Faith Loans to commence during 2014/2015. Application Form agreed. Provisional launch date for loans June 2014 with results confirmed by August 2014.</p> <p>Equality Panel not met and review of panel currently underway.</p> <p>Consultation Wall was present at Creative Bicester Connecting Communities event and was in relation to the public's views on Bicester. Arts Department also used the wall to gain contacts regarding signing up for further arts activities within Bicester.</p>
CEQ1.2	Monitor specific objectives related to older people held within the Rec & Health Plan Implementation and roll out of specific Older People's Strategies	G	G	⇒	<p>Directory and newsletters distributed this year. Local forums have been held in Banbury, Bicester and Kidlington.</p>
CEQ1.3	To review the delivery of our Services	G	G	⇒	<p>2 x Discrimination complaints received during Q4, both non valid. In total the Council received 5 complaints in relation to discrimination and were all found to be not upheld.</p>
<b>Theme 2 : Tackling Inequality and Deprivation</b>					
CEQ2.1	Continue to break the cycle of deprivation within the district (Brighter Futures in Banbury Programme)	G	G	⇒	<p>The Brighter Futures in Banbury Programme is concentrating on tackling those individuals and families in most need across the District. Additional multi agency projects funded for 2013/14. successful November partners engagement event undertaken to instigate further activity and joint working.</p>

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<b>Theme 3 : Building Strong and Cohesive Communities</b>					
CEQ3.3	Continue to increase Cherwell's knowledge and understanding of the wider community to ensure we fulfil all residents' needs within our services	G	G	⇒	<p>The re organisation of responsibilities within the Recreation and Health team has seen older peoples services joining Arts development. This has enabled the establishment of pilot programmes with older people to tackle loneliness and isolation.</p> <p>The Community Safety Partnership has completed 80% of the actions in the plan for 13-14. Further actions will need to be added to cover Child Sexual Exploitation and Human Trafficking.</p> <p>The Street Wardens have now moved to White Lion Walk and are engaging with Age UK. Activators are delivering 30 sessions a month with about 7000 young people attending over the year. Wardens are continuing to liaise with police and activators to attend youth hot spots.</p> <p>Due to competing priorities, delivery of the rural strategy is no longer proactively pursued or monitored. However, several work streams of the Countryside &amp; Communities section do still contribute to aims identified in the strategy. Support for Community led plans, village shops &amp; village halls are maintained through our partnership with the Oxfordshire Rural Community Council.</p>
CEQ3.1	Improve opportunities for different groups within communities to work together and build strong community relations	G	G	⇒	<p>Creative Bicester' Connecting Communities event took place during Q4. Very successful town event with mixed age groups attending.</p>
CEQ3.2	Joint working with Thames Valley Police to highlight and reduce any community tension and build trust in local services.	G	G	⇒	<p>Thames Valley Police Independent Advisory Group meetings assist in promoting Cherwell District Council's (CDC) events and consultations. These groups include the African, Polish and Gypsy and Traveller communities. CDC representative provides regular updates around the consultation plan of events, including connecting communities events, inviting Members to attend any feedback they may have. Attendance from CDC at future meetings of this group will continue.</p>

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<b>Theme 4 : Positive Engagement and Understanding</b>					
CEQ4.1	Work with local schools, colleges & sixth forms to engage with the districts younger generation	G	G	⇒	Cherwell youth Website has been improved with easier search options. Youth Parliament representatives have received additional support to ensure their active input at a county level.
CEQ4.2	Explore and establish links with minority representation/community groups to help	G	G	⇒	Stop Hate UK Steering Group Meeting postponed during Q4 due to membership attendance. This will be rearranged for Q1. Planning for Stop Hate UK training event at Banbury HUB has taken place and will be completed during Q1. Topaz (Oxfordshire County Council Youth Lesbian, Gay, Bisexual and Transgender Support Group) continues to be included in all community and engagement consultations. Partners with the Ministry of Defence (MoD) have been invited to engage and attend all community consultations and engagement activities during Q4. The HMP Bullingdon Prison pilot finished during Q4 and was very successful. currently our contact at the prison is working through the paperwork to sign off the process for an additional 2 prisoners to start volunteering with the Bicester Street Warden team within Q1 2014/15.
CEQ4.3	Raise CDC employees and Partners' awareness of diversity within our community	G	G	⇒	Preparation to the next events Human Trafficking (8th April 2014) and Dementia Awareness. Established contacts with Salvation Army and OXCAT (Oxford Community Against Human Trafficking). Dates of the events will depends on speakers availability
<b>Theme 5 : Demonstrating our Commitment to Equality</b>					
CEQ5.1	Ensure CDC meets all government requirements	G	G	⇒	The Council maintains compliance against the Equality Act 2010. Q4 has seen a review of Equality Impact Assessment Rolling Plan for 2014/15 in line with equality review against individual service plans. This will be distributed to Joint Management Team along with the reviewed Corporate Equality Action Plan for final sign off
CEQ5.2	Review CDC performance against Achieving criteria to maintain/improve standards	G	G	⇒	The completion of this scorecard commences the overall review of the Equalities performance for 13/14. This overall assessment will be presented to Joint Management Team and Members during Q1 of 14/15 alongside a weakness and improvement plan.
CEQ5.3	Ensure staff and services promote and embed equality into their work	G	G	⇒	Complete. Changes within Human Resources Structure have meant that a training schedule no longer exists. All equality training will now be conducted for new starters and all employees via the e-learning module.
CEQ5.4	Maximise output from the Equality & Diversity Steering Group	G	A	⇩	Joint Steering Group did not take place during Q4 due to Members not being able to attend the meeting. Equality Actions currently being reviewed and during 2014/15 this action will undergo a complete review to see if the current format is still manageable and whether a different approach would be more effective.